

**LONGSHOREMEN'S AGREEMENT
BETWEEN THE
SOUTH ATLANTIC EMPLOYER'S NEGOTIATING COMMITTEE
AND THE
SOUTH ATLANTIC & GULF COAST DISTRICT
OF THE
INTERNATIONAL LONGSHOREMEN'S ASSOCIATION**

1. This agreement was made and entered into on the 11th day of May, 2004 between the South Atlantic Employers Negotiating Committee representing its direct employer members, hereinafter known as the party of the first part and the South Atlantic & Gulf Coast District of the International Longshoremen's Association representing its subordinate Locals, hereinafter known as the party of the second part.

Wages to become effective October 1, 2004.

2. This agreement and all Memorandums of Understanding shall be in effect until midnight September 30, 2010, and covers all longshore work as designated herein at the ports of Morehead City, Wilmington, Sunny Point, Georgetown, Charleston, Port Royal, Savannah, Brunswick, St. Marys, Fernandina Beach, Jacksonville, Tampa and Port Manatee.

2.(A) The Union agrees that there shall be no strikes, slow downs or work stoppages of any kind whatsoever with respect to handling perishable fruit cargoes on or off vessels, or in and out of marine terminals. This agreement includes the handling of empty pallets, containers, reefer trailers, or other devices used in transport of perishable fruit cargoes.

This Perishable Fruit Agreement shall remain in full force and effect until midnight, September 30, 2001, or until one day beyond the date that the contract, subsequent to the 1996-2001 agreement between the employers and the South Atlantic and Gulf Coast District of the International Longshoremen's Association, covering container and general cargo longshore work is ratified, whichever is later, and may not be reopened for any reason prior to that time. Any increase in wages or benefits in subsequent contracts to be retro-active to effective date of said contract.

3.(A) Wages per hour, according to job classifications, shall be in accordance with the provisions of Clause A-1, B-1 and C-1 (with the provision that the contract will be reopened after the third year for wages only on general cargo, breakbulk and bulk cargo).

3.(B)(1)(A) The Employers agree to contribute into the fund for Welfare and Pension benefits for all hours for which employees receive pay the following amounts per hour effective as indicated:

Effective 10/01/04	\$12.15 Container Hours \$ 9.20 Car Carrier Hours \$ 9.20 All Other Hours
Effective 10/01/05	\$12.15 Container Hours \$10.20 Car Carrier Hours \$ 9.20 All Other Hours
Effective 10/01/06	\$12.65 Container Hours \$10.20 Car Carrier Hours \$ 9.20 All Other Hours
Effective 10/01/08	\$13.15 Container Hours \$10.20 Car Carrier Hours \$ 9.20 All Other Hours

The amounts above may be allocated, not only to pension and welfare, but also to any other fringe benefits, as agreed to by the local ILA and port associations in each of the ports or districts covered by this agreement, except that beginning October 1, 1999, \$4.00 per hour worked in each port or district shall be allocated to the Managed Health Care Plan or Plans.

The \$4.00 MILA man hour contribution shall be increased by \$.50 per man hour to \$4.50 per hour, effective October 1, 2001 and by an additional \$.50 per man hour on October 1, 2002. A further contribution of \$.50 per hour (or its container royalty assessment equivalent) will be made to the Carrier-ILA Container Royalty Fund ("CRF"), effective October 1, 2002. This amount shall be used for the support of MILA benefits and to help support local port welfare benefits under the terms and conditions of the Master Contract Paragraph 5 (a) and (b).

No other man-hour contributions shall be increased by any port or district other than the above except for (i) vacation or holiday contributions and (ii) the one dollar per hour benefit increase of October 1, 1993 (subject to paragraphs 14 and 20 of the Master Contract). No tonnage assessment (not in effect on the effective date of this Agreement) shall be imposed on Containerization or Ro-Ro operations by any parties to this Agreement during the life of this Agreement.

These funds shall continue to be administered on a local basis by a Board of Six (6) Trustees.

It is agreed that either party of the funds established under this agreement may increase the number of Trustees by mutual consent of the Trustees of the Board involved. It is further agreed that regardless of the number of Trustees on either side being unequal, the voting rights of each side shall remain equal.

3.(B)(1)(B) Container Royalty. The Employers also agree to pay into a fund for supplemental cash benefits the amounts set forth below as a royalty when loading or discharging containers which are twenty (20) feet or more in length and which have not been stuffed or will not be stripped by personnel employed under this agreement.

- (a) On conventional ships, thirty-five cents (35¢) per gross ton;
- (b) On partially automated ships (conventional ships converted for handling vans and containers) where not more than two hatches have been converted for the handling of containers, seventy cents (70¢) per gross ton;

(c) On partially automated ships (conventional ships converted for handling vans and containers) where not more than forty percent (40%) of the ship's bale cube has been fitted for containers, seventy cents (70¢) per gross ton;

(d) On ships where more than two hatches have been converted or fitted for the handling of containers, or where more than forty percent (40%) of the ship's bale cube has been fitted for containers, one dollar (\$1.00) per gross ton;

The above fund shall continue to be administered on a local basis by a Board of Six (6) Trustees.

It is agreed that either party of the funds established under this agreement may increase the number of Trustees by mutual consent of the Trustees of the Board involved. It is further agreed that regardless of the number of Trustees on either side being unequal, the voting rights of each side shall remain equal.

All three (3) dollars per ton container royalties paid pursuant to the terms of this Agreement shall continue to be paid to the various local port and district container royalty funds for the first (3) years of this Agreement. Effective on October 1, 1999, the second Container Royalty dollar shall be paid to the Managed Health Care Trust Fund created by paragraph 20 hereof to be used exclusively for the purpose of funding the uniform managed health care program therein described.

The maximum Container Royalty contribution which shall be made by the carriers in each contract year during the first three (3) years shall not exceed 53 million tons per contract year. In the fourth year of the Agreement, effective October 1, 1999 and thereafter, the maximum cap shall not apply to the Second Container Royalty dollar which shall be used for health care purposes to its full extent. As to the first and third Container Royalty dollars, 25% of any sums collected during the contract term which exceed 53 million tons per contract year shall be distributed for supplemental cash benefit purposes.

Effective October 1, 1999 the use of the Second Container Royalty dollar which shall be continued in the South Atlantic and in the West Gulf for the first three (3) years of the contract shall be discontinued for such purposes as of October 1, 1999. The 1993 dollar, which is now being used for welfare purposes, as well as other fringe benefit amounts, shall be transferred for use as a substitute for the Second Container Royalty dollar in such port areas. The effect thereof shall be that on and after October 1, 1999, the Second Container Royalty dollar shall be used exclusively for health care purposes in all ports and districts covered by this Agreement. Either the South Atlantic or the West Gulf may determine to continue to use the Second Container Royalty dollar in the fourth and fifth years of this agreement for present purposes. In the event that either or both such areas make such a determination, each must pay the equivalent of said second Container Royalty amount, in total dollars, out of its hourly assessments to the Trustees of the Managed Health Care Plan. The Trustees in each port or district involved shall remit monthly payments and reports so that by the end of each of the fourth and fifth contract years, the Managed Health Care Plan has received the same amount that it would have received had the second Container Royalty payment been made to such plan. In the event that there is a deficit in any such plan created by unforeseen events, application may be made to the Trustees of Container Royalty Fund #4 to make up any such deficit from funds collected from cargo that had moved in the affected ports or districts. The Trustees of such fund shall act only if there is a need for such funding.

The total royalty contributions to be made to the fund provided shall be \$1.00 per weight ton of containerized cargo (with lesser amounts from cargo described in the Stein Award as not being fully containerized) plus the hourly contribution which shall be used for the purposes of the managed health care systems and \$2.00 per weight ton to be used for supplementary cash payments to employees (all of which is subject to the provisions of the Stein Award and to accommodations elsewhere provided herein.)

The benefits provided by the above funds shall be limited to persons and entities who have subscribed to and agree to be bound by this agreement with the joint consent of Management and the ILA. No container benefit shall be paid to an employee during any year which shall exceed a maximum payout of \$16,500 per employee per year. Employees who enter the industry after October 1, 1996, may be entitled to container royalty benefits if they have at least three qualifying years. Such employees shall not receive more than \$7,500 in any year in which they receive a benefit, as such benefits are determined to be payable by the local parties. Any excess over the \$16,500 or \$7,500 generated in each year shall be paid as determined by local container fund Trustees with appropriate trust amendments as may be required, to employees other than those who have been paid the maximum benefits.

The third container royalty, equal to the first container royalty listed above shall be paid into the same fund as the first container royalty, and administered by the same Board of six Trustees as previously detailed. These two container royalties must be used only and exclusively for cash disbursements to the men. Terms and conditions of the disbursement to be determined by the Trustees.

The first and third container royalty dollar shall be paid to the local container royalty fund in each port. Normal and reasonable expenses will be determined by each port for administrative expenses and container inspectors and will be paid from the container royalty fund.

Each party shall appoint three of the Trustees to administer the local funds described hereinbefore in Paragraph 3(B)(1)(A) and the first and third container royalty funds established in this Paragraph 3(B)(1)(B), to serve until they resign or are replaced by the party they represent. The local port employer and I.L.A. representatives and the Trustees of each local container fund shall be bound by this agreement and shall have no authority to provide otherwise except that the parties agree that each port shall have the right to administer and establish by rule and regulations each container royalty fund.

3.(B)(2) Each employer will submit to the Local Union and the Fund Trustees quarterly reports of hours worked, individually by employee, for all work covered under this Agreement. The Trustees shall institute whatever auditing procedures they deem necessary to verify these reports.

3.(B)(2)(A) A District Escrow Fund is established for the purpose of collecting and supplying funds for the District Vacation and Holiday Fund. The District Escrow Fund and the District Vacation and Holiday Fund, shall be administered by a Board of 12 Trustees. Six Trustees shall be appointed by the Unions who are party to this agreement, one of whom shall represent the Clerks and Checkers. Six Trustees shall be appointed by Management, who are party to this agreement.

It is agreed that either party of the funds established under this agreement may increase the number of Trustees by mutual consent of the Trustees of the Board involved. It is further agreed that regardless of the number of Trustees on either side being unequal, the voting rights of each side shall remain equal.

The Trustees of the District Escrow Fund shall also be the Trustees of the Vacation and Holiday Fund.

3.(B)(2)(A)(1) Funding of the District Escrow Fund shall be accomplished as follows:

- (a) A South Atlantic premium (also known as the 2nd container royalty) of 35¢, 70¢ or \$1.00 per long ton on containerized cargo will be paid to the District Escrow Fund. (This premium is to be paid on the same basis as the container royalties covered in Paragraph 3(B)(1)(B) (a)(b)(c)(d). In the event Container Royalties

covered by these paragraphs are changed, the same will also apply to this premium.) This assessment applies only to cargo not handled into or out of a container by the I.L.A. This paragraph is subject to change as per Master Contract Paragraph 14(C).

(b) All employers of I.L.A. personnel working under the terms and conditions of the Deep-Sea Longshore Agreement or the Deep-Sea Clerks and Checkers Agreement, or those personnel shown in Paragraph 3(B)(4), shall pay an assessment of 61½ cents per man hour to the District Escrow Fund.

(c) Beginning October 1, 1997, the employers shall pay the tonnage and man hour assessments presently in effect for non United States Maritime Alliance Members:

\$.25 per long ton on Breakbulk and Rule 1 containerized cargo

\$.60 per long ton on Rule 2 containerized cargo

\$.0025 per long ton on bulk cargo

\$.40 per unit on passenger autos and light trucks under 4000 pounds

(d) During the life of this contract, the Employers shall not be obligated to pay any additional tonnage, man hour or other assessments to the District Escrow Fund.

(e) The collection of the assessments shall be the responsibility of the Trustees and Administrator of the District Escrow Fund and the provisions of Clause 15(A)(2) shall be followed in the collection of delinquent assessments.

(f) It is further agreed that the assessments while to be collected and paid over by the Contracting Stevedore, are the sole responsibility of the party ordering the Contracting Stevedore to perform the work, (Private or Governmental) and the Contracting Stevedore is obligated to obtain a signed agreement from the party ordering the work that he will be bound by this contract. Should the party ordering the Contracting Stevedore to perform the work fail to pay the established assessments, and notwithstanding the provisions of Clause 15(A)(1), the employees shall not be required to work for the defaulting party ordering work by any Contracting Stevedore until the debt is paid in full. Should the Contracting Stevedore fail to obtain the signed agreement, then the Contracting Stevedore shall be held responsible for the assessments.

3.(B)(2)(A)(2) A District Trust Fund to administer the Vacation and Holiday Fund disbursements shall also be established. It shall receive its funding from the District Escrow Fund.

(a) 16 paid holidays to longshoremen and clerks and checkers or those personnel shown in Paragraph 3(B)(4), only who have worked 700 hours or more in the current contract year.

(For the purpose of paying the 16 holidays provided for in this paragraph, the holidays will be those as shown in Paragraph A-3 and February 12, Abraham Lincoln's Birthday; 3rd Monday in February, (George Washington's Birthday); March 17, Thomas Gleason's Birthday; 2nd Monday in October, Columbus Day; November 11, Armistice Day); National Election Day, one annually.)

(b) Vacations of from 1 week to 6 weeks based on the following criteria: All longshoremen and clerks and checkers who have worked:

700 hours or more in the current
contract year1 week vacation

700 hours or more in the 2 consecutive previous
contract years2 weeks vacation

700 hours or more in the 6 consecutive previous
contract years 3 weeks vacation

700 hours or more in the 12 consecutive previous
contract years 4 weeks vacation

700 hours or more in the 15 consecutive previous
contract years 5 weeks vacation

700 hours or more in the 20 consecutive previous
contract years 6 weeks vacation

(c) Trustees are authorized to set such requirements as are needed to be furnished validated records from each local Pension and Welfare office within the District.

(d) Refer to the Agreement on the South Atlantic DEF Shortfall dated November 9, 2000 at Tampa Florida with the exception of #3. (See Appendix 16-1)

(e) In the event the USMX/CCC Agreement on the South Atlantic DEF shortfall is not lived up to, the Trustees will distribute the funds available based on the following formula:

Total available funds will be divided by total number of vacation and holiday benefit hours to be paid determined in accordance with the existing formulas for determining years of service and entitlement to benefits.

(f) The parties hereto hereby agree to the creation of a Managed Health Care Trust Fund which shall be administered by an equal number of Management and ILA Trustees with five (5) Trustees appointed by CCC, one (1) Trustee appointed by New York, two (2) Trustees from a group including Boston, Philadelphia, Baltimore, and/or Hampton Roads, one (1) Trustee by the South Atlantic, one (1) by Southeast Florida, one (1) Trustee by New Orleans and one (1) Trustee by the West Gulf as employer representatives and an equal number of 12 Trustees appointed by the ILA.

(g) The above Managed Health Care Trust Fund shall be initially funded by a \$30 million contribution made by the Trustees of Container Royalty #4 and annually thereafter by the \$1.00 per ton Second Container Royalty and the hourly contributions provided in paragraphs 14 and 3(B) of the Master Contract as well as such other funds that may be agreed to from time to time by the parties hereto. Such contributions shall be placed in such fund not later than October 1, 1999 for use by the Trustees in funding the uniform health care system provided for below.

(h) The Trustees shall give to each port or district plan the defined contribution standards for managed health care programs which must be placed in effect by October 1, 1997, by all local industry welfare programs in order to be entitled to receive contributions from the managed health care trust fund provided above.

(i) The Trustees shall immediately establish standards under which all retirees age 65 or over may enroll in a Medicare Risk HMO program. A national pharmacy benefit program applicable to all plans covering Master Contract employees and retirees shall be placed in effect as soon as possible. In order to avoid a duplication of benefits, pharmacy benefit programs shall not be provided to active employees and/or retirees who receive pharmacy benefits under the terms of an HMO or Medicare Risk HMO program.

(j) Eligibility for health care benefits, and for any other welfare benefits, under each port or district plan shall require work hours in each year of the first three (3) years of the collective bargaining agreement at a level not less than the current level in each port or district with an option to increase such levels on a local basis.

In the forth and fifth years, the Trustees of the Managed Health Care Trust Fund shall establish a system of eligibility for benefits which will provide at least 1000 hours for full benefits.

(k) The Trustees of each port or district health care program may also provide for a tiered system of reduced benefits to employees who have worked at least 700 hours but less than the hours established above for full benefits. Limited credit for compensable injury, illnesses covered by a local port health care program and/or because of a non-permanent total disability shall be established by the trustees of each port or district plan.

3.(B)(3) In the event the I.L.A. shall consider supplying labor to an employer not a party to this Agreement at conditions which would depart from the provisions of this contract, the I.L.A. shall first give advance notice of such intent to the Employers parties to this Agreement. Further, that such conditions for the particular work to be performed for an employer not bound by the provisions of this Agreement shall also be made applicable to the employers parties to this Agreement for the same type of work. The employer likewise agrees to give the I.L.A. advance notice of any potential new business proposed to them which would or could result in a departure from this Agreement. In the event the employers should enter into an agreement with any other local of the I.L.A. containing terms more favorable than those set forth herein for the performance of work covered by this contract, such terms shall automatically apply to employees covered under this Agreement.

3.(B)(4) Personnel working under I.L.A. contracts other than the I.L.A./SAENC Deep-Sea Longshore and the Deep-Sea Clerks and Checkers Agreements and who are presently participating in the Pension and Welfare Funds, the Container Royalty Funds and the Vacation and Holiday Funds of the District Escrow Fund, as well as new personnel in the same job classifications as those presently participating who may subsequently be working under an I.L.A. Contract may participate in such Funds, provided the employers of such personnel have signed Agreements with the Trustees of such Funds agreeing to make the contributions specified in the I.L.A./SAENC Agreements and abide by the terms and conditions of the Trust Agreements covering such Funds. No employees shall receive benefits from the Funds that exceed the benefits set forth in the I.L.A./SAENC Deep-Sea Longshore and Deep-Sea Clerks and Checkers Agreements.

4.(A) The work week will begin at 7:00 A.M. on Monday and will end at 7:00 A.M. on the following Monday. A day is defined as the 24-hour period commencing at 12:01 A.M. and ending at 12:00 Midnight.

5.(A)(1) A differential of 20 cents (20¢) per hour in straight time and 30 cents (30¢) per hour in overtime will be added to the rates specified in Clause A-1 or B-1 (whichever is applicable) when the following commodities are handled:

Asbestos Fiber
Bone Meal
Bones in Bulk
Calcium Nitrate (Not Calcium Ammonium Nitrate)
Carbon Black
Caustic Soda
Cement in Bags or Bulk
Chloride of Lime
Coal
Coke
Copper Sulphate in Bags

Creosoted Materials
 Crude Iodine
 Cyanamide
 Feather Meal
 Fish Meal and Fish Scrap
 Grain in Bulk and Dunnaging Over Grain
 Green Salted Hides
 Guano, Bird and Whale
 Insecticides, including but not limited to D.D.T., Cotton Dust
 or Toxaphene, Packaged in Paper Bags or Paper Drums
 Magnestie
 Meat Meal and Meat Scrap
 Methylparathion
 Paris Green
 Peat Coke
 Peroxide
 Phthalic Anhydride
 Powdered Arsenic
 Phosphorous, Yellow
 Salt Cake
 Soda Ash
 Sulphur and Dunnaging Over Sulphur
 Tankage
 Tecmangam
 Tetra Tetra Ethyl Lead
 Tin Scraps in Bales
 Treated Lumber Products (Not Creosoted) When Loaded
 at Creosote Plant

5.(A)(2) A differential of 50 cents (50¢) per hour in straight time and 75 cents (75¢) per hour in overtime will be added to the rates specified in Clause A-1 or B-1 (whichever is applicable) when the following commodities are handled:

Castor Meal Expeller	Oxalic Acid
Castor Pumice	Sodium Dichromate (Sodium
Bulk Tuna	Bichromate)
Ammonium Nitrate	Antimony Trioxide

5.(A)(3) When the commodities listed above in Clauses 5(A)(1) and 5(A)(2) are handled, all personnel in the gang including Gang Foreman, Winchmen, Hatchtenders, Holdmen, Hookmen, Dockmen and Equipment Operators servicing the hatch will receive the applicable differential specified. Furthermore, whenever the gang is employed solely on one or more of the commodities listed above in Clauses 5(A)(1) and 5(A)(2), the employees shall be paid the applicable differential for any time they may be engaged in rigging, opening or closing the hatch.

5.(B)(1) A differential of 25 cents per hour in straight time and 37½ cents per hour in overtime will be added to the rates specified in Clause A-1 or B-1 (whichever is applicable) for work performed in refrigerator compartments, refrigerator holds, refrigerator containers, refrigerator trucks or refrigerator cars whenever cargo is being handled that has been or will be carried at temperatures below 32 degrees Fahrenheit. When handling refrigerated cargo in conjunction with ice, the same differential will apply while handling such cargo and while handling the ice. These differentials will be paid to all employees working in the gang.

5.(B)(2) Gangs ordered for work on refrigerated cargo will be notified in advance in order that they may secure sufficient clothing. In the event employees are not so notified prior to reporting for work that they will be handling cargo that has been or will be carried below 32 degrees Fahrenheit, they shall not be required to handle such cargo.

5.(C)(1) All personnel assigned to ship loading or discharging explosives or radioactive material of a type requiring a U.S. Coast Guard Permit handled over or at explosive facilities, including linehandlers when they are required to stand by, will be paid double the straight-time or overtime rate (whichever is applicable) as specified in Clause A-1 or B-1 (whichever is applicable). Small arms ammunition and firecrackers shall not be construed as explosives.

5.(C)(2) When personnel at other than explosive facilities such as Sunny Point or St. Mary's are working a vessel which contains explosives, other than commodities such as small arms ammunition or firecrackers, all employees, including dockmen, and linehandlers when they are required to stand by, working the vessel will be paid at double the straight-time or overtime rate (whichever is applicable) as specified in Clause A-1 or B-1 (whichever is applicable). Explosive pay only applies to personnel working the vessel which contains explosives in all ports other than Sunny Point and St. Marys. All other port practices remain the same.

Explosive pay only applies to personnel working the vessel which contains explosives in all ports other than Sunny Point and St. Marys. All other port practices remain the same.

5.(D) A differential of 30 cents per hour straight-time and 45 cents per hour overtime will be added to the rates specified in Clause A-1 or B-1 (whichever is applicable) for personnel working in water. This applies to washing down holds but not to items covered by Clause 6.

5.(E) A differential of 25 cents per hour in straight-time and 37½ cents per hour in overtime will be added to the rates specified in Clause A-1 or B-1 (whichever is applicable) for Winchmen and Hatchtenders employed at hatches where cargo is being handled over exposed deck loads of creosoted materials.

5.(F) A differential of 50 cents per hour in straight-time and 75 cents per hour in overtime will be added to the rates specified in Clause A-1 or B-1 (whichever is applicable) for personnel actually working in the holds where equipment powered with internal combustion engines is in use. The provisions of this clause are waived when adequate blowers are in use. Adequate blowers shall meet the requirements of Paragraph 1504.93 of the Federal Safety and Health Regulations for Longshoring. The Management representative assigned to the ship shall have the necessary equipment and ability to check the carbon monoxide levels in any hold of the vessel.

5.(G) None of the differentials provided for above shall be paid unless the personnel are so employed for fifteen minutes or more of continuous work.

6. For handling cargo damaged by fire or water or oil, where such damage causes unusual distress or obnoxious conditions, or where such damage results in cargo being in unnatural form to the extent of causing unusual distress or obnoxious conditions, double the straight-time or overtime rate specified in Clause A-1 or B-1 (whichever is applicable) shall be paid to all personnel in the gang. For handling cargo where obnoxious odors are present and these obnoxious odors are not inherent in the type of cargo, double the straight-time or overtime rates specified in Clause A-1 or B-1 (whichever is applicable) shall be paid to all personnel in the gang. Damaged cargo rates shall not be paid when sound cargo is handled from such compartments when the obnoxious conditions no longer prevail. Damaged cargo rates shall not be paid for handling wet cargo if the cargo has dried out sufficiently so that no unusual distress is caused and no obnoxious conditions prevail.

7.(A) When vessels are worked because of fire or where property is in danger on any of the four "no work" holidays, double the straight-time rates as specified in Clause A-1 or B-1 (whichever is applicable) will be paid. Where such work is under the conditions specified in Clause 6, double the overtime rates as specified in Clause A-1 or B-1 (whichever is applicable) will be paid.

7.(B) On election day when employees go to work at 7:00 A.M. or 8:00 A.M. starts they must be relieved by 5:00 P.M. to have time to vote. Employees reporting for work on 1:00 P.M. starts will vote prior to reporting for work. Employees may be let off or staggered to accommodate the ability for all personnel to have time to vote. Employees will return to work at 7:00 P.M. with the continuation of the original order if so required.

8.(A) The phrase "PERSONNEL ORDERED" as used herein is understood to apply only to new orders. It is not considered a new order when employment is interrupted solely due to meal periods or where employees are shifted between job classification or job locations by an employer. In the event employees are not kept on the payroll but are released by an employer and ordered back for a subsequent starting time, it is considered a new order.

8.(B) Any work remaining to be done at 7:00 A.M. after gangs have worked through the night from 7:00 P.M. the previous evening shall normally be done by fresh gangs called out to start work at 7:00 A.M. as replacements for the night gangs. However, the night gangs shall continue to work beyond 7:00 A.M. whenever:

- (a) Qualified fresh gangs are not available, or
- (b) The work remaining to be done at 7:00 A.M. is not more than four hours - personnel working beyond the four hours shall be paid at an applicable guarantee - on container ships, a person working past 11:00 A.M. will get 8 hours guarantee from 8:00 A.M. that morning; on general cargo, break bulk and bulk ships, a person working through the night and past 11:00 A.M. will be guaranteed four hours from 11:00 A.M., or
- (c) In the event rain or mechanical failure during the night prevents a vessel that would have completed with the night gangs from finishing, the Union agrees to furnish emergency gangs if the employer places the order at or before 7:00 A.M.

9. PORT LIMITS (LOCAL ISSUE)

10. Personnel shall be paid on a 30 minute basis and when they work 5 minutes or more of any 30 minute period they shall be paid for the full 30 minutes.

11.(A) The following meal hours are to be observed:

Breakfast.....6:00 A.M. to 7:00 A.M.
Mid-Day Dinner.....12:00 Noon to 1:00 P.M.
Supper.....6:00 P.M. to 7:00 P.M.
Midnight Lunch.....12:00 Midnight to 1:00 A.M.

11.(B) Notwithstanding previous clauses in this Agreement the following provisions for personnel handling lines will apply:

- (a) Line handlers may be ordered for starts on any day of the year, at any hour of the day or night provided they receive a minimum notice of 4 hours.
- (b) When line handling is required for docking, undocking, or shifting of ships on any of the 4 "NO WORK

HOLIDAYS" specifically New Year's Day, Independence Day, Labor Day and Christmas Day, double the straight-time rate will apply.

(c) Personnel ordered to handle lines shall be paid a minimum of 4 hours time at the applicable rate as specified in Clause A-1, B-1 or C-1 (whichever is applicable) with running time thereafter, but no person may be required to handle lines more than twice during his/her 4 hours guarantee. A minimum of 4 employees shall be used for tying up vessels and 2 employees for letting go the lines.

(d) Personnel engaged in the handling of lines during any of meal hours specified in Clause 11(A) shall be paid at overtime rates specified in Clause A-1, B-1 or C-1 (whichever is applicable) for that hour. It is agreed that employees may not be removed from cargo gangs during meal periods to handle lines when the gang is to resume cargo work after the meal period.

11.(C) Employers will make arrangements to furnish drinking water in a sanitary manner to the employees on the ship and on the dock. Ice water and sanitary drinking cups will be supplied by the employer. A Waterboy will be furnished at the prevailing rate as specified in Clause A-1, B-1 or C-1 (whichever is applicable) when 25 or more employees, including dockmen, are employed in the loading or unloading of a vessel or on more than one vessel when located in adjacent berths when worked by the same company. It is understood and agreed the person so employed shall be classified and designated as a Waterboy whose primary duty shall be to provide drinking water and cups as required above. Though the Waterboy may perform other incidental duties, such duties shall not be allowed to interfere with his/her primary duty. Water containers to be periodically steam-cleaned. The designated Waterboy must present a clean and healthy appearance at all times and he/she must possess a health card.

12.(A) A weekly payroll shall apply in all South Atlantic ports.

12.(B)(1) Subject to the limitations of applicable State and Federal laws, the Employer agrees to deduct from the wages of the Employees working under this Agreement National, District and Local Union Fees and contributions to the I.L.A./AFL-CIO Committee on Political Education, provided, however, that there first be presented to the Employer, a signed, dated and witnessed authorization of the employee authorizing such deductions from his/her wages and authorizing payment of the same directly to the appropriate entity. Such authorization shall contain such employees' Social Security number.

12.(B)(2) The Employer agrees to make remittances on a weekly basis seven days following the payroll of the amounts deducted from employee's wages. An Administrative fee of 2% of the check-off will be deducted by the Employer. The National and District Union Fees to be sent to I.L.A. headquarters in New York, New York; Committee on Political Education Union Fees to be sent to I.L.A. headquarters in New York and the balance of the Union Fees sent to the office of Local I.L.A. Should an employee revoke the Authorization, the Employer further agrees to immediately notify the Local I.L.A. office.

12.(B)(3) The South Atlantic & Gulf Coast District of the I.L.A. agrees to defend, indemnify and save the Employers harmless against and from all claims, demands, suits or other forms of liability that arise out of or by reason of action taken or not taken by the Employer in reliance upon or compliance with any provision of this Clause 12.

13.(A)(1) Longshore work is to cover all labor used in connection with loading or discharging ships, barges or other floating craft. It will include personnel engaged in handling cargo to or from point of rest or to or from cars or trucks when handled direct to or from ships. It will include all operators of mechanical equipment used in such operations, including cranes owned by Stevedore Contractors when qualified operators are available, provided, however, that this shall not require the Employers to alter any existing practices. When a Stevedore Contractor introduces new mechanical equipment he must endeavor to train personnel presently in the industry to operate such equipment. It will also cover sorting, cooping or reconditioning of cargo when performed in connection with stevedoring work; the

handling of ships' stores when not carried by hand up the gangway; the handling of baggage to and from ships' deck of passenger vessels, all mail, dunnaging (excluding bulk separations), rigging (excluding rigging for heavy lifts) and the following operations when vessel is alongside dock; cleaning of cargo areas aboard ship, lashing and securing cargo and the fitting and dismantling of fittings. It will also include gearmen (not mechanics) when assigned to ships; the operation of permanently mounted shipboard cranes and winches, and the handling of lines when performed by stevedores. It also includes opening and closing of hatches on conventional-type vessels with tween decks when working general cargo.

13.(A)(2) The point of rest referred to in Clause 13(A)(1) is defined as follows on general cargo:

- (a) On cargo to be loaded aboard ships, that point or place in the pier or wharf area or in the transit shed within the ship's berth where cargo is assembled prior to loading aboard ships.
- (b) On cargo to be discharged from ships, that point or place in the pier or wharf area or in the transit shed within the ship's berth where cargo is placed upon completion of discharge from ships.
- (c) On cargo other than bulk commodities landed directly from the vessel to trucks or rail cars for movements only within the terminal area to ground storage, the point of rest is that point within the terminal area where the cargo is grounded.

13.(B)(1) The Employer shall give due regard to the following factors:

- 1. Protecting the safety and health of all personnel employed in the operation.
- 2. Regulating stevedoring operations to best accomplish the safe, efficient and orderly movement of cargo.
- 3. Utilizing modern methods and equipment in the interest of avoiding unnecessary manual labor. Where this is implemented with the result that there will be a change in the operations the Employer will discuss his intentions in advance with the Union to enable both parties to agree on the most efficient operation.
- 4. Making the best use of skilled manpower in the light of the above consideration.

It is distinctly understood and agreed that the Union has the privilege of bringing to the attention of each Employer any practices which the Union feels are not in accord with the spirit of the foregoing. The Employers hereby agree to promptly investigate and give careful consideration to all suggestions and recommendations from the Union in the light of the objectives set forth above. If such procedure still fails to satisfactorily dispose of any such questions, they shall be resolved through the arbitration procedure set forth in Clause 15.

13.(C) Each Employer shall give preference in employment to the gangs which work regularly for him and agrees to divide his work as fairly as possible among such regular gangs in accordance with local custom. When employing extra gangs the Employer is to choose the gang best qualified from those available, but is to give due consideration to suggestion from the Union. When it becomes necessary for the Employer to make a change in Gang Foremen he must consult with the Union at least one week prior to his selection. It is incumbent on the Employer to consider the Union's suggestions, and to make every effort to designate a person who is agreeable to both parties.

13.(D)(1) Where hardship is claimed by Union and/or Management because of unreasonable or burdensome conditions or where work methods or operations materially change in the future, the problem shall first be discussed between the Local and Management involved. In the event an agreement cannot be reached, either party may refer the dispute to the Joint Negotiating Committee and if the matter cannot be resolved by that Committee, either party may then refer the question to an arbitrator in accordance with the procedure set forth in Clause 15(B).

13.(D)(2) There shall be no interference with the Employer's right to shift personnel from hatch to hatch, ship to ship, dock to ship or ship to dock so long as the number of employees shifted from any gang does not reduce the Gang structure below the minimum required as determined by the class of cargo being handled by the gang. In no event shall employees be shifted from any gang for the purpose of opening, closing and rigging a hatch to which the entire gang has not been assigned.

The Employer also reserves the right to hire and discharge. It is recognized that the Employer has the right to utilize personnel in any combination of job classification for which they are qualified, providing that they receive the pay rate of the highest job classification in which they are employed during their work shift.

13.(E) Neither party shall uphold incompetency, shirking of work, insubordination or the use of abusive language and personnel guilty of these offenses shall be dealt with as circumstances require. Persons guilty of misconduct offenses shall be dealt with as follows:

1. PILFERAGE

The I.L.A. Locals parties hereto agree to make every effort to prevent pilferage or broaching of cargo, and any person found guilty of such broaching, or pilfering or knowingly having broached or pilfered cargo in his/her possession, will be disciplined as follows:

PENALTIES:

First Offense - Sixty (60) days suspension from work through any and all I.L.A. Hiring Halls covered under this Agreement.

Second Offense - Ninety (90) days suspension from work through any and all I.L.A. Hiring Halls covered under this Agreement.

Third Offense - Permanent suspension from work through any and all I.L.A. Hiring Halls covered under this Agreement.

2. VIOLENCE

(A) Display or Possession of Weapons

When anyone employed under the terms of this Agreement, or in the exercise of any official capacity under the terms of this Agreement, is found guilty of displaying or knowingly possessing a dangerous weapon at any facility normally considered a work place under this Agreement, the following penalties shall apply:

First Offense - Sixty (60) days suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Second Offense - Ninety (90) days suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Third Offense - Permanent suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

(B) Physical Assault With a Dangerous Weapon

Anyone employed under the terms of this Agreement, or in the exercise of any official capacity under the terms of this Agreement found guilty of deliberately physically assaulting another individual with a dangerous weapon at any facility normally considered a work place under this Agreement, shall be immediately and permanently suspended from employment through any and all I.L.A. Hiring Halls and such official capacity covered under the terms of this Agreement.

(C) Battery

"Battery" - When anyone employed under the terms of this Agreement or in the exercise of any official capacity under the terms of this Agreement is found guilty of beating or using physical violence on a person, without that person's consent, the following penalties shall apply:

First Offense - Sixty (60) days suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Second Offense - Ninety (90) days suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Third Offense - Permanent suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Offenses which occurred more than three (3) years prior to the date of an offense, shall not be considered in determining the appropriate misconduct penalty for the latest offense.

3. INTOXICATION

When anyone employed under the terms of this Agreement or in the exercise of any official capacity under the terms of this Agreement is found guilty of being intoxicated at any facility normally considered a work place or bringing intoxicants on the premises at any facility normally considered a work place under this Agreement, the following penalties shall apply:

First Offense - Sixty (60) days suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Second Offense - Ninety (90) days suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Third Offense - Permanent suspension from employment through any and all I.L.A. Hiring Halls and from acting in such official capacity under the terms of this Agreement.

Offenses which occurred more than three (3) years prior to the date of an offense, shall not be considered in determining the appropriate misconduct penalty for the latest offense.

4. POLICY ON DRUGS

PURPOSE:

The South Atlantic Employer's Negotiation Committee and the South Atlantic and Gulf Coast District, International Longshoremen's Association, and its affiliated locals from Wilmington, Sunny Point, Morehead City, Charleston, Georgetown, Savannah, Brunswick, Jacksonville, Tampa and Port Manatee recognize that the state of an employee's health affects his/her job performance, the kind of work he/she can perform, as well as an individual's opportunity for continued employment. The Parties also recognize that drug abuse ranks as one of the major health problems in the world. It is the intent of this policy to provide guidelines for consistent handling of drug situations throughout the South Atlantic.

POLICY:

The Parties are concerned with those situations where use of drugs interferes with an employee's health and job performance, adversely affects the job performance of others, or is considered to be detrimental to the marine cargo handling business. There is no intent to intrude upon the private lives of employees.

Early recognition and treatment of chemical dependency problems is important for successful rehabilitation; economic return to the industry, and reduced job disruption. The Parties support sound drug abuse treatment and rehabilitation efforts, and it is agreed that constructive disciplinary measures may be utilized to provide motivation to seek assistance. Normal industry benefits, such as the group medical plan, in many cases are available to give help in the rehabilitation process.

LEGAL DRUGS:

The use of any legally obtained drug to the point where such use adversely effects the employee's job performance, is prohibited. This prohibition covers arriving on the work premises with detectable levels of any drug which adversely affects the employee's job performance, including the use of prescribed drugs under medical direction. Where the physician-directed use of drugs adversely affects job performance, it is the best general interest of the employee, co-workers, and the industry that employees stay home.

It is hereby specifically understood that violations involving alcohol shall continue to be handled in accordance with Paragraph 13(E)(3) of the Collective Bargaining Agreement.

ILLEGAL DRUGS:

Illegal drugs, for the purpose of this policy, include (a) drugs which are not legally obtainable and (b) drugs which are legally obtainable but have been obtained illegally.

The sale, purchase, transfer, use or possession of illegal drugs, as defined above, by employees on the work premises or while on employer business is prohibited. Arriving on the work premises with detectable levels of any illegal or illegally obtained drugs is prohibited. This prohibition applies to any and all forms of narcotics, depressants, stimulants, or hallucinogens whose sale, purchase, transfer, use, or possession is prohibited or restricted by law.

POLICY ENFORCEMENT:

A drug test may be required upon reasonable notice made through the Maritime Association whenever work place factors give good faith reason to question the ability of an employee to properly and safely perform his/her job and whether drugs may be a factor. These factors may include physical appearance, behavior, or other job-related circumstances. Tests shall also be required for new employees (e.g., Stabilization and Decasualization Criteria), employees with safety sensitive jobs (e.g., Manpower Development), after on the job accidents and after evaluation or treatment for substance abuse.

PENALTIES FOR VIOLATING POLICY:

Any person found in violation of this policy regarding illegal drugs or who refuses to submit to a drug test, refuses to sign the required consent form or post treatment agreement shall be removed from the job and be suspended from employment through any and all Hiring Halls for a period of ninety (90) days. A second offense shall result in permanent suspension from employment.

When it is determined that an employee is suffering from a drug abuse problem, efforts will be made to assist the employee in seeking proper treatment and rehabilitation using available resources.

Anyone found guilty of possession, use of, or other dealings in narcotics or other illegal substances (other than drugs which have been prescribed by a licensed physician) while employed under the terms of any Collective

Bargaining Agreement between the Parties or any Memorandum of Understanding, or any other Agreement between the Parties shall be immediately suspended from employment for a period of ninety (90) days. A second offense shall result in permanent suspension from employment.

A refusal to be tested shall be grounds for immediate discharge and immediate suspension from employment through any and all Hiring Halls for period of ninety (90) days. A second violation or offense shall result in permanent suspension from employment.

It is understood and agreed that all of those actively working under the terms of any Collective Bargaining Agreement between the Parties or any Memorandum of Understanding or any other Agreement between the Parties shall have the right to request referral to an approved program for treatment or to be tested and any employee whose test results thereof are positive shall be required to immediately report to an approved program for treatment. If such employee participates in and successfully completes the required approved rehabilitation program, that employee may be reinstated. Any additional positive test shall be grounds for immediate and permanent discharge and permanent suspension from employment.

Any individuals who seek reinstatement shall be required to sign a written agreement that for a period of three (3) years from the date of reinstatement that they will agree to take random drug screen tests upon reasonable notice made through the Local Welfare Fund office.

Third Chance:

In those circumstances where an employee has been terminated from the industry in accordance with any such plan during the life of the current contract and has remained drug-free for one (1) year, such individual will be eligible for a third and final chance for reinstatement in the industry subject to the following terms and conditions which must be determined locally.

1. The former employee must provide proof of successful completion of a rehabilitation program resulting in the individual being drug-free for the last twelve (12) months prior to application for reinstatement.
2. Reasonable criteria in each port or district shall be established under which the individual shall prove their drug-free status, including periodic testing.
3. Application for reinstatement after the second offense must be made within sixty (60) days from the date of termination.
4. Once reinstated, the individual will be subject to random testing, and any further violation shall ban the employee for life.

The programs now in effect should include the following provisions:

1. Any test shall allow for the splitting of the sample. In a positive test the employee would have the right to request a retest done at another approved laboratory.
2. The costs of performing drug and alcohol tests will be paid by the employer or the employer association.
3. It is further agreed that each plan may have mandatory random testing for all crafts. The terms and conditions of such random testing will be determined by the local parties.

A Random Drug Testing Program will be administered as per the Random Drug and Alcohol Testing Policy dated August 23, 2004.

GRIEVANCE PROCEDURE:

It is understood and agreed that any and all disputes involving this Policy and/or Program, including interpretation or application, shall be resolved solely under the Grievance Procedure and Arbitration clauses in the various Collective Bargaining Agreements. Resolutions reached on any and all disputes under the Grievance Procedure and Arbitration clauses in the various Collective Bargaining Agreements shall be binding on all parties.

PROCEDURE OF EXAMINATION:

The drug test blood/urine specimen will be tested for the following classes of drugs, among others:

Amphetamines	Ethanol
Barbiturates	Methadone
Benzodiazepines	Methaqualone
Cocaine	Opiates
Cannabinoids	Phencyclidine
	Propoxyphene

Scientifically recognized chemically distinct analytical methods will be used by qualified laboratories for specimen testing.

Employees will sign a written consent to the drug test and release of information form. Urine samples will be taken in view of collection personnel and the employee and collection personnel will sign the "Chain of Custody" form. The results of drug tests will remain confidential and discussed only on a "need to know" basis. Persons testing positive shall agree to be periodically tested to insure compliance with the above policy. Results of drug tests, positive or negative, will be kept in a file separate from personnel files at the office of the Employer involved for three (3) years and will then be destroyed.

5. ENFORCEMENT

An individual shall be subject to the penalties provided herein when found guilty of any misconduct charges listed above when his/her guilt is established by a forum properly constituted under Union By-Laws and/or Hiring Hall procedures, by a committee or arbitrator as provided under the grievance and arbitration procedures of this Agreement, or by a court of law or a governmental agency of competent jurisdiction.

Personnel suspended as a result of misconduct shall lose seniority for the period of the suspension. Should any of the misconduct offenses occur in the Hiring Hall areas, it shall carry the same penalty as occurring at the work sites, and a committee of duly appointed or elected persons who work under the terms and conditions of this Collective Bargaining Agreement shall judge the guilt or innocence of persons charged with misconduct in the Hiring Hall area.

13.(F) The Management of the Employer's business and the direction of the work force in the operation of the business are exclusively vested in the Employer as functions of Management.

Except as specifically provided in this Agreement, all of the rights, powers and authority Employer had prior to signing of this Agreement are retained by Employer.

14. Seniority rules shall be decided and enforced on a local level.

15.(A)(1) During the term of this Agreement, the Employer agrees that there shall be no lockouts of the members of the Union and the Union agrees there shall not be any strike of any kind or degree whatsoever, walkout, suspension of work, curtailment or limitation of production, slowdown, or any other interference or stoppage, total or partial, of the Employer's operation for any causes whatsoever; such causes including but not limited to unfair labor practices by the Employer or violation of this Agreement. The right of employees not to cross a bona fide picket line is recognized by the Employer. The Union shall not be financially responsible for strikes or walkouts not authorized or assented to by the Union.

15.(A)(2) If the Administrator of any fund established under the terms of this Agreement determines that an Employer is delinquent in paying the requisite assessments, contributions, royalties or other required payments to the fund when due, he shall immediately notify the Union party hereto with copy to the delinquent Employer. If within 7 days the Employer does not either convince the Administrator he is in fact not delinquent or pay the delinquent account, the Union will be released from its obligations under Clause 15(A)(1) to continue to work for that Employer and shall not dispatch personnel to that Employer until the delinquency is ended. The Employer shall be liable not only for the amount of the delinquency, but for attorney fees, auditing fees, court costs and all other related collection expenses. In the event of disagreement as to the applications of the above, the dispute shall be settled as a grievance under the procedure of Clause 15(B), but omitting the Port Grievance Committee and being referred directly to the District Grievance Committee.

15.(B) Matters under dispute which cannot be promptly settled between the Local and an individual Employer shall, no later than 48 hours after such discussion, be referred in writing covering the entire grievance to a Port Grievance Committee composed of one member from a company not involved in the dispute, the Port Employer member of the Joint Negotiating Committee, the Port Union member of the Joint Negotiating Committee, and a Union member not involved in the previous attempts to settle the dispute. In the event this Port Grievance Committee cannot reach an agreement within five days after receipt of the complaint, the written record of the dispute shall be referred to the Joint Negotiating Committee, which will function as a District Grievance Committee on the following basis:

There must be present at the Grievance Committee meeting at least three (3) regular Employer members and three (3) regular Union members, in addition to the members from the port originating the dispute, as these latter members may participate in the discussions but may not vote. Each side shall have four votes, and if the fifth member of either side is absent he shall authorize his vote to be cast by one of the voting members in attendance. This Grievance Committee shall meet at least quarterly, and in the case of urgent matters it shall make every effort to meet as soon as possible.

A majority decision of this Committee shall be final and binding on both parties and on all Employers signing this Agreement. In the event the Committee is unable to reach a majority decision within 72 hours after meeting to discuss the case, it shall employ a professional arbitrator whose expense and fees, as well as those of any expert witnesses required by the arbitrator are to be borne jointly by the Management and the Union of the port concerned. Should the Committee be unable to agree on the selection of an arbitrator, they shall request the assistance of the Federal Mediation and Conciliation Service in designating a suitable arbitrator. Expenses of the Employer members of the District Grievance Committee are to be borne by the Port Employers, and of the Union Members of the District Grievance Committee by the I.L.A.

In the selection of an arbitrator, thought will be given to a person who is knowledgeable and familiar with the problems of the Longshore industry.

Any decision in favor of the Employee involving monetary aspects or discharge shall require the Employer involved to make financial restitution from the time of the complaint concerned, whereas decisions involving working methods or interpretations shall take effect seventy-two hours after being rendered.

15.(C) The above mentioned Joint Negotiating Committee shall consist of an Employer's side of five members, one each from Wilmington, North Carolina; Charleston, South Carolina; Savannah, Georgia; Jacksonville, Florida; Tampa, Florida; and a Union side of one I.L.A. representative from each of these ports.

Each Employer vacancy shall be filled by the port with the vacancy, and each Union vacancy shall be filled by the port with the vacancy.

15.(D) The Joint Negotiating Committee upon written request of any Employer signatory to this Agreement or any Local covered by this Agreement shall determine whether new commodities or new types of packing present hazards or discomfort in handling which make it necessary to add such items to now-existing penalty

classifications. Such decisions shall be final and binding on all signatories to this Agreement, but where no majority decision is reached by the Committee, this shall constitute a denial of such addition.

15.(E) It is understood and agreed that there will be no changes made in this Agreement except by mutual consent in writing and with the full knowledge of all members of the Joint Negotiating Committee. All interpretations of this Agreement will be made in accordance with the provisions of Clause 15.

15.(F) The Union agrees that this Agreement is intended to cover all matters affecting wages, hours, and other terms and conditions of employment and that during the term of this Agreement the Employers will not be required to negotiate on any further matters affecting these or other subjects not specifically set forth in this Agreement. Anything not contained in this Agreement shall not be construed as being part of this Agreement. All past port practices being observed may be reduced to writing in each port.

16. Both parties agree to cooperate with all efforts to provide safe working conditions including such efforts of the United States Department of Labor and of all Portwide Longshore Safety Councils and company safety programs. Where neither such Councils nor such company programs now exist, the parties shall cooperate in establishing one or the other, with meetings to take place at least quarterly.

The requirements of the Occupations Safety and Health Administration shall be binding on both Parties. All personnel reporting for work must be dressed so that no additional hazard is created and must wear safety shoes and hard hats.

It shall be mandatory that each port have a viable, actively working safety program. These programs will be administered by a Joint Committee of Management and Labor in each port and shall utilize the general work rules; and also encompass safety and health matters arising under various statutes, including the Occupational Safety and Health Act.

A-1. Wages for container and Ro-Ro vessels are listed as follows.

CONTAINER WAGES:

<u>Effective:</u> <u>10/01/04</u>		<u>Effective:</u> <u>10/01/06</u>		<u>Effective:</u> <u>10/01/08</u>		<u>Effective:</u> <u>10/01/09</u>	
<u>S/T</u>	<u>O/T</u>	<u>S/T</u>	<u>O/T</u>	<u>S/T</u>	<u>O/T</u>	<u>S/T</u>	<u>O/T</u>
(a) Gang Foremen:							
\$29.00	\$43.50	\$30.00	\$45.00	\$31.00	\$46.50	\$32.00	\$48.00
New personnel entering the industry October 1, 1996 to September 30, 2001:							
\$20.00	\$30.00	\$22.00	\$33.00	\$23.50	\$35.25	\$25.00	\$37.50
New personnel entering the industry October 1, 2001 to September 30, 2004:							
\$19.00	\$28.50	\$21.00	\$31.50	\$22.50	\$33.75	\$24.00	\$36.00
New personnel entering the industry October 1, 2004 and after:							
\$17.00	\$25.50	\$19.00	\$28.50	\$20.50	\$30.75	\$22.00	\$33.00

(b) Bulldozer Operators, Shipboard Crane Operators other than Revolving Crane, Mobile Cranes on Ship or Dock, Semi-Tractor Drivers and Container Crane Operators:

\$28.50	\$42.75	\$29.50	\$44.25	\$30.50	\$45.75	\$31.50	\$47.25
---------	---------	---------	---------	---------	---------	---------	---------

New personnel entering the industry October 1, 1996 to September 30, 2001:

\$19.50	\$29.25	\$21.50	\$32.25	\$23.00	\$34.50	\$24.50	\$36.75
---------	---------	---------	---------	---------	---------	---------	---------

New personnel entering the industry October 1, 2001 to September 30, 2004:

\$18.50	\$27.75	\$20.50	\$30.75	\$22.00	\$33.00	\$23.50	\$35.25
---------	---------	---------	---------	---------	---------	---------	---------

New personnel entering the industry October 1, 2004 and after:

\$16.50	\$24.75	\$18.50	\$27.75	\$20.00	\$30.00	\$21.50	32.25
---------	---------	---------	---------	---------	---------	---------	-------

(c) Winchmen, Hatchtenders, Tractor, Payloader, Transporter, Lift Truck and other Power-Driven Machinery Operators;
Fixed Revolving Deck Crane Operators:

\$28.25	\$42.375	\$29.25	\$43.875	\$30.25	\$45.375	\$31.25	\$46.875
---------	----------	---------	----------	---------	----------	---------	----------

New personnel entering the industry October 1, 1996 to September 30, 2001:

\$19.25	\$28.875	\$21.25	\$31.875	\$22.75	\$34.125	\$24.25	\$36.375
---------	----------	---------	----------	---------	----------	---------	----------

New personnel entering the industry October 1, 2001 to September 30, 2004:

\$18.25	\$27.375	\$20.25	\$30.375	\$21.75	\$32.625	\$23.25	\$34.875
---------	----------	---------	----------	---------	----------	---------	----------

New personnel entering the industry October 1, 2004 and after:

\$16.25	\$24.375	\$18.25	\$27.375	\$19.75	\$29.625	\$21.25	\$31.875
---------	----------	---------	----------	---------	----------	---------	----------

(d) Gangmen (Holdmen, Hookmen and Dockmen) and all other Labor performing Longshore Work:	\$28.00
	\$42.00
	\$29.00
	\$43.50
	\$30.00
	\$45.00
	\$31.00
	\$46.50

New personnel entering the industry October 1, 1996 to September 30, 2001:

\$19.00	\$28.50	\$21.00	\$31.50	\$22.50	\$33.75	\$24.00	\$36.00
---------	---------	---------	---------	---------	---------	---------	---------

New personnel entering the industry October 1, 2001 to September 30, 2004:

\$18.00	\$27.00	\$20.00	\$30.00	\$21.50	\$32.25	\$23.00	\$34.50
---------	---------	---------	---------	---------	---------	---------	---------

New personnel entering the industry October 1, 2004 and after:

\$16.00	\$24.00	\$18.00	\$27.00	\$19.50	\$29.25	\$21.00	\$31.50
---------	---------	---------	---------	---------	---------	---------	---------

A-2. On container and Ro-Ro vessels, the basic working day shall consist of 8 hours and the basic work week shall consist of 40 hours. Personnel shall work any night in the week, or on Saturdays, Sundays, or holidays when required (except as provided in Clause A-3, for work on New Year's Day, Independence Day, Labor Day and Christmas Day). Except for holidays specified in Clause A-3, straight time rate shall be paid for any work performed from 8:00 A.M. to 12:00 Noon and from 1:00 P.M. to 5:00 P.M. Monday through Friday, inclusive. Work at all other times, including specified holidays will be paid for at overtime rates, except as provided in Clause A-3 for work on New Year's Day, Independence Day, Labor Day and Christmas Day and as provided in Clause A-5(A) for work during meal hours.

A-3. The following holidays will be observed on container and Ro-Ro vessels:

January 1.....	New Year's Day
January, 3rd Monday....	Martin Luther King's Birthday
February, 3rd Monday....	Washington's Birthday

Good Friday.....	Good Friday
May, Last Monday.....	National Memorial Day
July 4.....	Independence Day
September, 1st Monday...	Labor Day
November 11.....	Armistice Day
November, 4th Thursday..	Thanksgiving Day
December 24.....	Christmas Eve
December 25.....	Christmas Day
December 31.....	New Year's Eve

When any of these holidays fall on Sunday, the following Monday shall be observed to the extent of paying overtime rates and applying the 8-hour minimum period. No work will be performed on New Year's Day, Independence Day, Labor Day and Christmas Day, nor before 7:00 A.M. on the days following these holidays, nor after 3:00 P.M. on Christmas Eve or New Year's Eve, except on ships which can be finished by 5:00 P.M. and except in case of fire or where property is in danger. On Christmas Eve or New Year's Eve personnel working will be guaranteed eight hours overtime pay.

A-4.(A) Regular starting times shall be 7:00 A.M., 8:00 A.M., 1:00 P.M. and 7:00 P.M.

Tankers and ships at the bulk facilities, and vessels in distress may start any time between 7:00 A.M. and 7:00 P.M., but on all starts after 7:00 P.M., employees shall be paid from 7:00 P.M.

Without regard to the above starting times, personnel may be ordered for shifting ships, handling lines and cleaning holds, and extra personnel may be added to gangs already working.

A-4.(A)(1) Flex-time may be negotiated on a local port basis, but shall be in accordance with the Master Contract.

In an effort to better utilize facilities and improve service to the shipping public a flex-time may be instituted using the following guidelines. The normal work day shall consist of eight (8) hours from 8:00 A.M. - 5:00 P.M.

Longshore employees, who are employed in support of the expanded hours of gate operations provided for in the Flex-time Agreement in the Master Contract, shall be employed as follows:

- (a) Eight (8) hours of work starting at 0600, 0700, 0800, 0900, 1000, and 1300 hours;
- (b) Meal periods shall be provided for in accordance with local regulations;
- (c) Hours worked prior to 0800 hours and after 1700 hours will be paid at 1.25 of the straight time rate;
- (d) All hours worked in excess of eight (8) consecutive hours within any 24 hour period, excluding meal hours, will be paid at 1.5 of the straight time rate;
- (e) Implementation of the above is subject to similar agreements of other crafts on a local basis.

A-4.(A)(2) An additional starting time of 12:00 Midnight is established for "Fully Automated" vessel operations. Gang(s) and/or individual(s) ordered for the 12:00 Midnight starting time shall receive six (6) hours time at overtime rate plus two (2) hours at double overtime rate. Gang(s) and/or individual(s) ordered for 12:00 Midnight starts will not be worked past 7:00 A.M.

A-4.(B)(1) All gangs for 7:00 A.M. through 1:00 P.M. starts must be ordered by 5:00 P.M. the previous day.

Gangs for 7:00 P.M. and 12:00 Midnight starts must be ordered by 1:00 P.M. the same day. In the event weather or mechanical failure after 7:00 P.M. make it impossible for night gangs to finish a ship scheduled to complete before 8:00 A.M. the night gangs may be released and ordered back from shipside for a subsequent daytime start for work on that ship only, and the Union is to be notified as soon as the hall opens. Gangs ordered for 7:00 A.M. through 8:00 A.M. starts may be cancelled or modified by 5:00 P.M. the previous day.

On container and Ro-Ro vessels gangs ordered for 1:00 P.M. starts may be cancelled or modified no later than 7:00 A.M. Gangs ordered for 7:00 P.M. and 12:00 Midnight start may be cancelled no later than 4:00 P.M. but no reduction in the number of gangs so ordered for a particular ship may be made.

A-4.(B)(2) The Union shall provide the capabilities for the employers to call in orders between 3:00 P.M. and 5:00 P.M. everyday of the week (except the four no-work holidays) and between 6:00 A.M. and 7:00 A.M. for cancellations everyday of the week (except the four no-work holidays).

A-4.(C) Provided full gangs remain subject to the call of their employer, personnel ordered to work in gangs shall be paid the following applicable minimum:

Container Ships	-	8 hours
Container Vessels (with 80 moves or less)	-	4 hours
Stuffing/Stripping of Containers	-	4 hours

In the event employees are ordered for 7:00 A.M. on container vessels they shall be paid one hour overtime from 7:00 A.M. to 8:00 A.M. Guarantee begins at 8:00 a.m.

Personnel in gangs ordered back for work after a meal hour shall be paid the following applicable minimum with running time thereafter:

Container Ships	-	4 hours
Stuffing/Stripping of Containers	-	2 hours

For the purpose of applying these minimums the gang is to be considered a unit, and separate minimums are not to be applied to replacements starting later than the gang.

On container and Ro-Ro vessels personnel who work in gangs on Saturdays, Sundays and holidays will be paid a minimum of eight (8) hours overtime.

A-4.(D) Extra personnel added to gangs and employees ordered for shifting ships, cleaning, loading stores and other miscellaneous work not involving the loading or discharging of cargo shall be paid a minimum of 4 hours time; and personnel ordered for handling lines shall be paid a minimum of 4 hours time at the applicable straight-time or overtime rates, provided they remain subject to the call of their employer during that time.

A-4.(E) On container and Ro-Ro vessels gangs ordered to work for 7:00 A.M. or 8:00 A.M. starts may be cancelled or modified no later than one hour before the start when it appears there shall be weather conditions that will prevent commencement of work as planned. If gangs are ordered for a new starting time for that day, such order shall be a firm and noncancellable order. In the event the employer cancels 7:00 A.M. or 8:00 A.M. gangs one hour before the start due to weather conditions the gangs are to receive 4 hours call time at the applicable rate.

Weather conditions are defined as including in addition to weather which prevents the working of cargo, weather within the channel at any point between the Sea Buoy and the pier which prevents the docking or shifting of vessels in time to start working as intended, but do not apply to vessels which have not reached the Sea Buoy in time to

arrive at the dock for the intended starting time.

A-5.(A) On container and Ro-Ro vessels all meal hours when worked shall be paid for at double the overtime rates specified in Clause A-1 except for the Mid-Day Dinner hours on Monday through Fridays, holidays excepted; and for such Mid-Day Dinner hours double the straight-time rates specified in Clause A-1 shall be paid. Meal hour pay is to be continued until employees are released or meal hour is given.

A-5.(B) On container and Ro-Ro vessels, when gangs ordered for 7:00 A.M. or 8:00 A.M. are to work after 7:00 P.M. they must be notified by 4:00 P.M. and such notification constitutes a firm order. In the event weather or mechanical failure occurs after 4:00 P.M. delaying the finish the employees will observe the normal supper hour if so ordered and return to complete the vessel.

If the employees do not wish to remain after 7:00 P.M. the Union must provide new gangs for a 7:00 P.M. start if notified prior to 6:00 P.M. to fulfill the guarantee of the original gangs. Gangs ordered for 1:00 P.M. starts need not be so notified.

A-5.(D) **SMALL BOAT AGREEMENT**

1. For breakbulk vessels having a capacity of 500 gross registered tons or less (as listed in Lloyd's Registry), or for container vessels with a capacity of 500 TEU or less, the gang size shall be twelve (12) people which shall include a foreman effective October 1, 1996; eleven (11) people which shall include a foreman effective October 1, 1998. In these cases where mobile shoreside cranes are used, over which the I.L.A. has no jurisdiction, the gang may be reduced by two (2) people.

2. For Ro-Ro vessels having a capacity of 500 TEU, or less, the gang size shall be nine (9) people which shall include a foreman effective October 1, 1996; and eight (8) people including a foreman effective October 1, 1998.

3. The above gang sizes are minimums only. If more than one gang is employed at the same time, one (1) additional person to be utilized as needed depending on local port custom, will be employed.

4. Gangs ordered under this Small Boat Agreement shall receive a guarantee of four (4) hours; and when reporting back after a meal hour shall receive an additional 2-hour guarantee. All lashing shall be performed by the gang.

A-5.(E) When lashing or unlashings of containers is required a lashing gang consisting of one header and six people will be used. At the employers option the employees may be brought in one hour before the start.

A-5.(F) On a barge loading or discharging containers, a twelve (12) person minimum gang consisting of a header and eleven (11) longshoremen will be used and the gang will also do all work required including lashing and unlashings. The gang shall receive a guarantee of eight (8) hours. There will be a two (2) hour guarantee when returning from the second meal hour.

A-5.(G) In lashing and shoring cargo, cleaning, fitting, etc., and any operations not listed above, the Employer shall use the number of employees required to safely and efficiently perform the operation.

A-6. The following general safety work rules shall be used as guidelines to set up each port safety program.

CONTAINER OPERATIONS
GENERAL SAFETY RULES

1. Personnel working in the immediate area of container handling equipment or in traffic lanes shall wear high visibility equipment.
2. The employer shall direct employees to stay clear of the area beneath a suspended container.
3. No container shall be hoisted if its actual gross weight exceeds the weight marked or if it exceeds the capacity of the crane.
4. Containers shall not be hoisted unless all engaged chassis twist locks are released.
5. Adequately illuminate all walking and working areas.
6. A safe distance will be maintained between the first two trucks in a container vessel lead or behind any vehicle which personnel are required to work.
7. Pre-plan and establish traffic patterns for working vessels.
8. Permit only those persons considered by the employer by reason of training or experience and who understand the signs, notices and operating instructions to operate any powered equipment.
9. No operator shall operate powered equipment while under the influence of drugs or alcohol, with uncorrected eyesight or hearing, or any medical ailment which may suddenly incapacitate him/her.
10. No haulage equipment will be allowed on the line that has defective brakes, no lights during night operations, no wipers in rain, fuel system leaks or defective exhaust or hydraulic systems. Operator seats will be maintained in safe condition. All other defects will be reported to Employer who will act promptly in obtaining repair.
11. Unauthorized radios and headsets will not be carried on a worksite.
12. Employer will immediately remove personnel from the site of a hazardous cargo leak and ascertain the specific hazard before allowing personnel to re-enter.
13. Tractors are not to be backed in a vessel lead until the area is clear.
14. Personnel are not to be hoisted on the blades of a forklift truck. Safety baskets attached to the forklift mast are to be used.
15. Employer will determine that portable ladders are of adequate strength, are maintained in safe condition, and are of sufficient length to extend 36" above the upper landing surface.
16. Provide a safe location for employees hoisted aloft with sufficient access, guardrails, and an enclosing device at the opening to prevent employees from falling.
17. Do not throw lashing equipment from aloft where a hazard of striking personnel exists.
18. Stow lashing materials and equipment to provide clear working areas and walkways.
19. When operating a tractor, make sure both air hoses are connected from cab to chassis, check to see that the tractor is positively locked to chassis and that the fifth wheel is raised high enough for the landing gear to

clear any obstacles on the road. Operate at all times in a safe manner.

20. Employees are not to jump to adjacent container in stow where a hazard of falling exists.
21. No employee shall work on a deck load or lash containers directly adjacent to an open hatch.
22. Personnel shall not walk or work in the aisles adjacent to a container bay being loaded or discharged unless he/she remains a safe distance offshore of the container being worked by the crane.
23. Personnel working aloft should not work on the container immediately abreast of the container being worked. These employees should not sit or walk across edges unnecessarily and work on their knees when working with stacking cones.
24. Support and secure truck trailers and containers on chassis being stuffed or stripped to prevent landing gear collapse and vehicle movement.
25. Be aware of your fellow workers. You are responsible for their safety.
26. All personnel working on the dock should exercise extreme caution when handling automatic twist locks to avoid hand injuries.

B-1. Wages on breakbulk vessels are listed as follows:

GENERAL CARGO, BREAKBULK & BULK WAGES:

Effective:

10/1/04

S/T O/T

- (a) Gang Foremen:
\$17.50 \$26.25

New persons entering the industry October 1, 1996 and after:
\$15.00 \$22.50

- (b) Bulldozer Operators, Shipboard Crane Operators other than Revolving Crane, Mobile Cranes on Ship or Dock, Semi-Tractor Drivers and Container Crane Operators:
\$17.00 \$25.50

New persons entering the industry October 1, 1996 and after:
\$14.50 \$21.75

- (c) Winchmen, Hatchtenders, Tractor, Payloader, Transporter, Lift Truck and other Power-Driven Machinery Operators; Fixed Revolving Deck Crane Operators:
\$16.75 \$25.125

New persons entering the industry October 1, 1996 and after:
\$14.25 \$21.375

- (d) Gangmen (Holdmen, Hookmen and Dockmen) and all other Labor performing Longshore Work:
\$16.50 \$24.75

- (e) New persons entering the industry October 1, 1996 and after:
\$14.00 \$21.00

New persons that work a combination of 700 hours in the various years beginning October 1, 1996 will be paid \$16.50 per hour.

B-2. On general cargo, breakbulk and bulk vessels, the basic working day shall consist of 10 hours and the basic work week shall consist of 40 hours. Personnel shall work any night in the week, or on Saturdays, Sundays, or holidays when required (except as provided in Clause B-3, for work on New Year's Day, Independence Day, Labor Day and Christmas Day). Except for holidays specified in Clause B-3, straight-time rate shall be paid for any work performed from 7:00 A.M. to 12:00 Noon and from 1:00 P.M. to 6:00 P.M. Monday through Friday, inclusive. Work at all other times, including specified holidays will be paid for at overtime rates, except as provided in Clause B-3 for work on New Year's Day, Independence Day, Labor Day and Christmas Day and as provided in Clause 11(A)(1) for work during meal hours.

B-3. The following holidays will be observed on breakbulk vessels:

January 1.....	New Year's Day
January, 3rd Monday.....	Martin Luther King's Birthday
Good Friday.....	Good Friday
May, Last Monday.....	National Memorial Day
July 4.....	Independence Day
September, 1st Monday...	Labor Day
November, 4th Thursday..	Thanksgiving Day
December 24.....	Christmas Eve

December 25.....
December 31.....

Christmas Day
New Year's Eve

When any of these holidays fall on Sunday, the following Monday shall be observed to the extent of paying overtime rates and applying the 8-hour minimum period. No work will be performed on New Year's Day, Independence Day, Labor Day and Christmas Day, nor before 7:00 A.M. on the days following these holidays, nor after 3:00 P.M. on Christmas Eve or New Year's Eve, except on ships which can be finished by 5:00 P.M. and except in case of fire or where property is in danger. On Christmas Eve or New Year's Eve personnel working will be guaranteed eight hours overtime pay.

B-4. On general cargo, breakbulk and bulk vessels regular starting times shall be 7:00 A.M., 8:00 A.M., 10:00 A.M., 1:00 P.M., 3:00 P.M. and 7:00 P.M. on Monday through Saturday. On Sundays and holidays the starting times shall be 7:00 A.M., 8:00 A.M., 1:00 P.M. and 7:00 P.M.

Tankers and ships at the bulk facilities, and vessels in distress may start any time between 7:00 A.M. and 7:00 P.M., but on all starts after 7:00 P.M., employees shall be paid from 7:00 P.M.

Without regard to the above starting times, personnel may be ordered for shifting ships, handling lines and cleaning holds, and extra personnel may be added to gangs already working.

B-5.(A) All gangs for 7:00 A.M. through 3:00 P.M. starts must be ordered by 5:00 P.M. the previous day. Gangs for 7:00 P.M. starts must be ordered by 1:00 P.M. the same day. In the event weather or mechanical failure after 7:00 P.M. make it impossible for night gangs to finish a ship scheduled to complete before 8:00 A.M. the night gangs may be released and ordered back from shipside for a subsequent daytime start for work on that ship only, and the Union is to be notified as soon as the hall opens.

Gangs ordered for 7:00 P.M. start may be cancelled no later than 4:00 P.M., 5:00 P.M. for weather and non arrival as per Clause B-8, but no reduction in the number of gangs so ordered for a particular ship may be made.

B-5.(B) The Union shall provide the capabilities for the employers to call in orders between 3:00 P.M. and 5:00 P.M. everyday of the week (except the four no-work holidays) and between 6:00 A.M. and 7:00 A.M. for cancellations everyday of the week (except the four no-work holidays).

B-5.(C) On vessels with Ro-Ro ramps that handle general cargo which is lifted on/off using ship's gear or shore cranes, the manning, wages and guarantees will be the same as general cargo. All cargo handled over the ramp will be based on automated manning, wages and guarantees.

B-6. Provided full gangs remain subject to the call of their employer, personnel ordered to work in gangs shall be paid the following applicable minimum:

Break Bulk Ships	-	4 hours
Bulk Ships	-	4 hours

Personnel in gangs ordered back for work after a meal hour shall be paid the following applicable minimum with running time thereafter:

Break Bulk Ships	-	2 hours
Bulk Ships	-	2 hours

For the purpose of applying these minimums the gang is to be considered a unit, and separate

minimums are not to be applied to replacements starting later than the gang.

On general cargo, breakbulk and bulk vessels, the following minimums shall apply:

Saturday	4+2 hours @ o/t rate
Sunday	4+4 hours @ o/t rate
Holidays	8 hours @ o/t rate

B-7. Extra personnel added to gangs and employees ordered for shifting ships, cleaning, loading stores and other miscellaneous work not involving the loading or discharging of cargo shall be paid a minimum of 4 hours time; and personnel ordered for handling lines shall be paid a minimum of 4 hours time at the applicable straight-time or overtime rates, provided they remain subject to the call of their employer during that time.

B-8. On breakbulk vessels gangs ordered for 7 a.m. and 8 a.m. starts may be canceled by 6 a.m. Gangs ordered for 10 a.m., 1 p.m. and 3 p.m. may be canceled by 7 a.m. These cancellations refer to weather and non arrival of vessel. If gangs are ordered for a new starting time for that day, such order shall be a firm and noncancellable order.

B-9.(A) On vessels working nothing but bulk cargo when night personnel are not to work beyond 7:00 A.M. or when day personnel are not to work beyond 7:00 P.M. the Breakfast or Supper hour will not apply.

B-9.(B) On breakbulk vessels all meal hours when worked shall be paid for at one and a half times the prevailing rate. Meal hour pay is to be continued at one and a half times the prevailing rate until employees are released or meal hour is given.

B-9.(C) On breakbulk vessels, when gangs ordered for 7:00 A.M. or 8:00 A.M. are to work after 7:00 P.M. they must be notified by 5:00 P.M. and such notification constitutes a firm order. In the event weather or mechanical failure occurs after 5:00 P.M. delaying the finish the employees will observe the normal supper hour if so ordered and return to complete the vessel.

If the employees do not wish to remain after 7:00 P.M. the Union must provide new gangs for a 7:00 P.M. start if notified prior to 6:00 P.M. to fulfill the guarantee of the original gangs. Gangs ordered for 1:00 P.M. starts need not be so notified.

B-10.(A) On vessels loading or unloading general cargo and/or breakbulk cargoes, the following minimum gangs, including gang foremen, shall be used between point of rest and stowage:

(a) Ten employees including header.

(b) On vessels other than "fully automated vessels" when loading and/or unloading containers, using ships gear or shore-side cranes, floating derricks, with sixty (60) containers or less per day, the four (4) hour guarantee will apply. A two (2) hour guarantee with running time when working containers after a meal hour for the duration of the vessel will apply. When over sixty (60) containers are worked in any one day period the eight (8) hour guarantee at the automated manning and wages will apply.

(c) SMALL BOAT AGREEMENT

1. For breakbulk vessels having a capacity of 500 gross registered tons or less (as listed in Lloyd's Registry), or for container vessels with a capacity of 500 TEU or less, the gang size shall be twelve (12) employees which shall include a foreman effective October 1, 1996; eleven (11) employees which shall include a foreman effective October 1, 1998. In these cases where mobile

shoreside cranes are used, over which the I.L.A. has no jurisdiction, the gang may be reduced by two (2) employees.

2. For Ro-Ro vessels having a capacity of 500 TEU, or less, the gang size shall be nine (9) employees which shall include a foreman effective October 1, 1996; and eight (8) employees including a foreman effective October 1, 1998.

3. The above gang sizes are minimums only. If more than one gang is employed at the same time, one (1) additional person to be utilized as needed depending on local port custom, will be employed.

4. Gangs ordered under this Small Boat Agreement shall receive a guarantee of four (4) hours; and when reporting back after a meal hour shall receive an additional 2-hour guarantee. All lashing shall be performed by the gang.

B-10.(B) When loading/unloading scrap iron a minimum of three (3) longshoremen shall be employed with each crane when chutes are being used and a minimum of two (2) longshoremen shall be employed with each crane when chutes are not being used. There will be one gang foremen to the ship.

B-10.(C) When grab buckets or tubs are used with ship's booms and winches for handling bulk cargo, a minimum of five (5) employees per gang will be used, including the Gang Foreman.

B-10.(D) In lashing and shoring cargo, cleaning, fitting, etc., and any operations not listed above, the Employer shall use the number of employees required to safely and efficiently perform the operation.

B-11. The following general safety work rules shall be used as guidelines to set up each port safety program.

GENERAL CARGO

1. The Employer will at all times maintain his gear and equipment in good condition. Damaged or malfunctioning tools and equipment will be removed from service immediately. Gang foreman shall refuse to work with any defective gear.

2. Do not enter hold, decks, compartments or other spaces without adequate illumination.

3. Maintain good housekeeping in areas where personnel are to walk and work. Employees will keep the work area orderly and shall keep unnecessary material from underfoot at all times.

4. A First Aid Kit and one qualified First Aider is to be close at hand. A stokes basket (equipped with hoisting gear), life ring with 90 ft. of line, and a ladder capable of reaching the waterline will be kept nearby each vessel.

5. Gang foreman must enforce these rules, and any worker found guilty of violating these rules or persisting on working unsafely shall be summarily dismissed by gang foreman. They will be replaced by another worker who will respect said rules.

6. No worker shall be allowed to shape up or remain on the job if under the influence of drugs or alcohol or is not physically qualified to safely perform all work to which he is assigned.

7. A known epileptic will not be referred to work unless he/she obtains a physician's written certification on a periodic basis stating that he/she is receiving medication to control or stabilize his/her condition; that he/she has not had a seizure during the period the medication has been administered; that he/she will not, in all medical probability, be susceptible to epileptic seizures while on medication; and that his/her epileptic condition will not

otherwise impair his/her ability to perform the tasks required of him/her.

8. Smoking will be permitted on board ship and on piers in designated areas only. Smoking will not be allowed around hazardous cargo.

9. Gang foreman responsibilities: He/she shall be recognized as the key person around whom which the gang is formed. He/she is the one to direct the winch operator and through him/her proper stowing of cargo is assured. The safety of the gang as well as the cargo is up to him.

He/she must be a rigger and able to relieve at the winches. He/she shall be recognized as being in charge of the gang. He/she is required to give his/her personal attention to removal of hatch covers and beams. Hatch covers must be piled neatly against bulwark. Hatch covers and beams must be stacked clear of the derrick guy and safely to prevent shifting. When hatch beams cannot be removed when loading or discharging, they must be securely fastened at each end to prevent shifting.

10. Employers will examine the cargo gear register on all vessels to assure that the gear has been properly inspected and tested. The operator will also inspect the equipment that he/she is to use. If winches or any other mechanical equipment are not in good working order, he/she must report the same to foreman.

11. From a safety standpoint, a winch operator shall take orders or signals from one person.

12. If, while operating the winches, the winch operator detects any defect in operation or unsafe condition, he/she will immediately report same to foreman.

13. In rigging ship's standing gear, care must be taken to protect the position of the winch operator against swinging loads that could interfere with safe operation. Winch operators and hatchtenders are not to sit down unless a seat is provided. He/she must not put himself/herself in a position that he/she cannot perform safely, and to take proper signals.

14. When used, save-alls must be of proper length and properly secured.

15. Make sure connection hooks on large shackles are hardened.

16. No worker shall go up or go down hold's ladder while load is swinging in hatch way.

17. The Employer is to insure portable ladders are of adequate strength and in safe condition.

18. Building Loads: When building loads, make sure that no one piece is so placed that it may fall and injure someone.

19. Slinging Up Loads: In slinging up a load, your hands should not be in a position to be caught by sling or bridles.

20. All loads are properly slung before being hoisted and no load to be lifted with a chain having a kink or twist. Personnel are not to stand in the loads line of travel, nor between the load and nearby fixed object, and shall always face the load.

21. Sling loads are hoisted and lowered only when there is no danger of striking a person on the deck or dock, or who is ascending or descending a ladder in their hatch, It is the duty of the foreman and each worker to give warning to those who might be endangered.

22. Stowing of cargo in 'tween deck hatches: When lower holds are empty always leave sufficient space for passage between cargo and open hatch.

23. Lashing gear, crowbars, hammers, etc. shall not be thrown from one level to another.
24. Cargo which is covered and used as a work surface or walking area by employees will be examined for holes.
25. No hatch to double unless the Employer determines there is sufficient space between whips to work safely.
26. Riding of the cargo hook, or any gear (excluding when specially designed for personnel or load attached thereto) is prohibited except in an emergency and under direct supervision of the foreman.
27. Sufficient slings shall be used when loading cotton and slings will be doubled to hook when hoisted from holds.
28. Dust masks should be worn when working any dusty cargo or in a dusty environment.
29. Bulk Cargo: Trimmers are to check in and out of the hold as a safety precaution.
30. Care should be exercised by employees in stacking all commodities regardless of location.
31. All wire preventors to be of sufficient length to run through eye and bit.
32. Stowing hatches and beams: 3 feet space around coaming and 15 feet from fall to fall.
33. There must be a 3 foot clearance around the hatch coaming in 'tween decks where cargo is worked below.
34. Proper ventilation should be provided to keep carbon monoxide concentrations below 50 parts per million (.005%) where internal combustion machines are being used.
35. When portable ladders are in use they shall be kept clear and secured.
36. Safety shoes are recommended, however, under no circumstances shall jogging shoes, tennis shoes or boat shoes be allowed. Proper clothing, covering arms and legs, affords protection against abrasion and laceration.
37. There shall be a telephone at each pier or wharf where vessels are being worked.
38. The safety practices agreed to herein shall be respected and enforced by both parties - premium or penalty pay for purposes of circumventing these practices shall not be paid.
39. When loading cargoes of loose pipe or similar commodities on deck which extend above the height of the hatch coaming or railing, stanchions of sufficient strength for securing the pipe shall be constructed prior to loading. In no case shall the pipe or similar commodity, be stowed above the height of the stanchions.
40. When loading grain, the employers agree to make every effort to secure certificates from the elevator prior to loading ensuring no insecticide residues of a harmful nature are present in the grain.
41. Prior to the start of cargo handling operations a responsible representative of the employer shall ascertain from labels on cargo, from the hazardous cargo manifest, or from other shipping documents, what hazardous cargoes, if any, are to be handled and the general nature of the hazard. He shall inform employees of the general nature of the hazard, the importance of preventing damage to the cargo and special precautions to be taken. Employees are to be told what to do in event of a leak or spill.

42. Make sure all personnel in holds of ships are out before leaving.

43. When employees are required to work on cargo over 8 feet high in vessel hold or deck, suitable fall protection, safety lines or nets are to be placed at exposed edges.

C- 1. Wages on car carriers are listed as follows:

CAR CARRIER WAGES:

<u>Effective:</u> <u>10/01/04</u>		<u>Effective:</u> <u>10/01/06</u>		<u>Effective:</u> <u>10/01/08</u>		
<u>S/T</u>	<u>O/T</u>	<u>S/T</u>	<u>O/T</u>	<u>S/T</u>	<u>O/T</u>	
(a) Gang Foremen:						
\$27.00	\$40.50	\$28.00	\$42.00	\$29.00	\$43.50	
New personnel entering the industry October 1, 1996 and after:						
\$15.00	\$22.50					
(b) Bulldozer Operators, Shipboard Crane Operators other than Revolving Crane, Mobile Cranes on Ship or Dock,						

Semi-Tractor Drivers and Container Crane Operators:
 \$26.50 \$39.75 \$27.50 \$41.25 \$28.50 \$42.75

New personnel entering the industry October 1, 1996 and after:
 \$14.50 \$21.75

- (c) Winchmen, Hatchtender, Tractor, Payloader, Transporter, Lift Truck and other Power-Driven Machinery Operators; Fixed Revolving Deck Crane Operators:
 \$26.25 \$39.375 \$27.25 \$40.875 \$28.25 \$42.375

New personnel entering the industry October 1, 1996 and after:
 \$14.25 \$21.375

- (d) Gangmen(Holdmen, Hookmen and Dockmen) and all other Labor performing Longshore Work:
 \$26.00 \$39.00 \$27.00 \$40.50 \$28.00 \$42.00

- (e) New personnel entering the industry October 1, 1996 and after:
 \$14.00 \$21.00

New personnel that work a combination of 700 hours in the various years beginning October 1, 1996 will be paid the prevailing rate on car carriers.

C-2. On car carrier vessels, the basic working day shall consist of 8 hours and the basic work week shall consist of 40 hours. Personnel shall work any night in the week, or on Saturdays, Sundays, or holidays when required (except as provided in Clause C-3, for work on New Year's Day, Independence Day, Labor Day and Christmas Day). Except for holidays specified in Clause C-3, straight-time rate shall be paid for any work performed from 8:00 A.M. to 12:00 Noon and from 1:00 P.M. to 5:00 P.M. Monday through Friday, inclusive. Work at all other times, including specified holidays will be paid for at overtime rates, except as provided in Clause C-3 for work on New Year's Day, Independence Day, Labor Day and Christmas Day and as provided in Clause 11(A)(1) for work during meal hours.

C-3. The following holidays will be observed on car carriers:

January 1.....	New Year's Day
January, 3rd Monday.....	Martin Luther King's Birthday
Good Friday.....	Good Friday
May, Last Monday.....	National Memorial Day
July 4.....	Independence Day
September, 1st Monday...	Labor Day
November, 4th Thursday..	Thanksgiving Day
December 24.....	Christmas Eve
December 25.....	Christmas Day
December 31.....	New Year's Eve

When any of these holidays fall on Sunday, the following Monday shall be observed to the extent of paying overtime rates and applying the 8-hour minimum period. No work will be performed on New Year's Day, Independence Day, Labor Day and Christmas Day, nor before 7:00 A.M. on the days following these holidays, nor after 3:00 P.M. on Christmas Eve or New Year's Eve, except on ships which can be finished by 5:00 P.M. and except in case of fire or where property is in danger. On Christmas Eve or New Year's Eve personnel working will be guaranteed eight hours overtime pay.

C-4. On car carrier vessels starting times shall be 7:00 A.M., 8:00 A.M., 10:00 A.M., 1:00 P.M. and 7:00 P.M. on Sunday through Friday and holidays. On Saturday starting times shall be 7:00 A.M., 8:00 A.M., 1:00 P.M. and 7:00 P.M.

Without regard to the above starting times, personnel may be ordered for shifting ships, handling lines and cleaning holds, and extra personnel may be added to gangs already working.

C-5.(A) All gangs for 7:00 A.M. through 3:00 P.M. starts must be ordered by 5:00 P.M. the previous day. Gangs for 7:00 P.M. starts must be ordered by 1:00 P.M. the same day. In the event weather or mechanical failure after 7:00 P.M. make it impossible for night gangs to finish a ship scheduled to complete before 8:00 A.M. the night gangs may be released and ordered back from shipside for a subsequent daytime start for work on that ship only, and the Union is to be notified as soon as the hall opens.

Gangs ordered for 7:00 P.M. start may be cancelled no later than 4:00 P.M., 5:00 P.M. for weather and non arrival, but no reduction in the number of gangs so ordered for a particular ship may be made.

C-5.(B) The Union shall provide the capabilities for the employers to call in orders between 3:00 P.M. and 5:00 P.M. everyday of the week (except the four no-work holidays) and between 6:00 A.M. and 7:00 A.M. for cancellations everyday of the week (except the four no-work holidays).

C-6. Provided full gangs remain subject to the call of their employer, personnel ordered to work in gangs on car carriers shall be paid a minimum of 4 hours.

Personnel in gangs ordered back for work after a meal hour shall be paid 2 hours minimum with running time thereafter:

For the purpose of applying these minimums the gang is to be considered a unit, and separate minimums are not to be applied to replacements starting later than the gang.

On car carrier vessels the following minimums shall apply:

Saturday	4+4 hours @ o/t rate
Sunday & Holiday	8 hours @ o/t rate

C-7. Extra personnel added to gangs and employees ordered for shifting ships, cleaning, loading stores and other miscellaneous work not involving the loading or discharging of cargo shall be paid a minimum of 4 hours time; and personnel ordered for handling lines shall be paid a minimum of 4 hours time at the applicable straight-time or overtime rates, provided they remain subject to the call of their employer during that time.

C-8. On car carriers, gangs ordered for 7 a.m. and 8 a.m. starts may be cancelled two hours prior to start for weather and non arrival of vessel. Gangs ordered for 10 a.m. and 1 p.m. may be cancelled by 7 a.m. Gangs ordered for 7 p.m. starts may be cancelled by 4 p.m. If gangs are ordered for a new starting time for that day, such order shall be a firm and noncancellable order.

C-9.(A) On car carrier vessels all meal hours when worked shall be paid for at one and a half times the prevailing rate. Meal hour pay is to be continued at one and a half times the prevailing rate until employees are released or meal hour is given.

C-9.(B) On car carrier vessels, when gangs ordered for 7:00 A.M. or 8:00 A.M. are to work after 7:00 P.M. they must be notified by 5:00 P.M. and such notification constitutes a firm order. In the event weather or mechanical failure occurs after 5:00 P.M. delaying the finish the employees will observe the normal supper hour if so ordered and return to complete the vessel.

If the employees do not wish to remain after 7:00 P.M. the Union must provide new gangs for a 7:00 P.M. start if notified prior to 6:00 P.M. to fulfill the guarantee of the original gangs. Gangs ordered for 1:00 P.M. starts need not be so notified.

C-10. The following general safety work rules shall be used as guidelines to set up each port safety program.

CAR CARRIER VESSEL
GENERAL SAFETY RULES

1. All drivers will have a valid state drivers license.
2. Safety vests are to be worn when designated by the employer.
3. Employer supplied over-alls will be worn when required.
4. Drivers will adhere to all traffic signals, stop signs etc. unless otherwise directed by authorized flagman.
5. Drivers will not deviate from traffic patterns established by the employer.
6. No smoking, consuming beverages or eating when operating vehicles.
7. No smoking on vessel.
8. Employer will be immediately notified when accidents or injuries occur.
9. Employer reserves right to designate shuttle drivers.
10. All drivers will wear clean work clothes.
11. Lashing gear will be removed from the working area at the employers direction.
12. Drivers will operate vehicles in a safe manner at all times.

17. It is the intention and purpose of all parties hereto that no provision or part of this Agreement shall be violative of any Federal or State Law.

For the International
Longshoremen's Association

For the South Atlantic
Employer's Negotiating
Committee

Charles F. Spencer, Co-Chairman

Stephen W. Zadach, Co-Chairman

John Bellamy

Billy Helms

Kenneth Riley

George W. Adams, Jr.

Benjamin Bryan

Dick Grenville

Vincent Cameron

James Gray

Perry C. Harvey, Jr.